

**Ethics in
Teamwork and Leadership**

Jeff Limmer, Chair AAPM Ethics Committee
2017 AAPM Annual Meeting / New Members Symposium

FIGHT CANCER

TEXAS ONCOLOGY
More breakthroughs. More victories.

On your mark...

Ethics in:

- Teamwork
- Leadership
- Related topics



Team Ethics

Who are you?

Individual- Personal ambitions / goals; unique background



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What are you?

Teammate- A member of a group selected "on purpose" *for* a purpose. Competition/Rival or Colleague/Partner.



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How do you do it "right"?

Accommodating and Exceptional- Genuinely meet people halfway, enable others, build constructive working relationships, cooperate, accurately share credit. Outstanding work will reflect on the whole team. Professionalism will highlight and contrast those who are not. [Improve self vs. Knocking others down]



Leadership Ethics

Who are you?

Performer – Always on stage. Words, actions, nonverbals, and attitude.



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Inspiration – You actuate others' ethics, integrity, and credibility. [Note: Positively or Negatively]

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don't know/forget. Don't care

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Transparent and Humble – Candid and open in a professional way; intensity can stifle the opportunity to connect. Focus on people and their development more than on projects and achievements. Be considerate (you consider). Involve others. Build trust; setting ego aside. Value team success over individual success. [Often go against instinct]

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don't know/forget. Don't care

Related Topic

How do we get from here to there?



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don't know/forget. Don't care

Valuable vs. Vital

Is this necessarily true?

- If a person is one, they are also the other:



Valuable vs. Vital

Choices:

Vital Only- A necessary pain in the butt

Valued Only- Well regarded but not needed

Neither Vital nor Valued- employment-limiting
(unneeded and unessential)



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Rule of Thumb:

Ethical and Practical → Long over Short Term Thinking and Goals



Affect Reality

Be Valuable AND Vital

Communication → Perception → Reality



Affect Reality

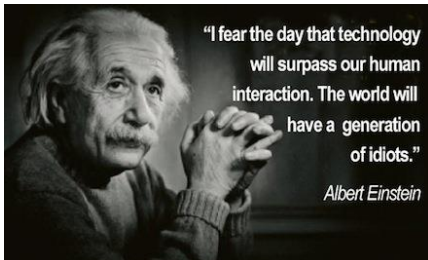
Be Valuable AND Vital

Communication → Perception → Reality

Show Them a Picture → Actions over Words



Human Interaction Is Always Superior



TEXAS ONCOLOGY
don't just live. live right.

References

- Josiah Royce, *The Philosophy of Loyalty*
- Mary Kay Whitaker, *About Leaders*
- Robert E. Quinn, *Deep Change: Discovering the Leader Within*
- John P. Kotter, *Force for Change: How Leadership Differs from Management*
- The Josephson Institute of Ethics, *Six Pillars of Character*

